



# YOGA'S EFFECTIVENESS IN WORKPLACE STRESS MANAGEMENT

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## ABSTRACT

Globalization puts a lot of work strain on employees. This stress disrupts employees' personal and professional lives. This tension causes employee stress. This stress becomes persistent. Companies run stress management programmes, but they are ineffective. Yoga is a simple and effective approach to reduce workplace stress. Many studies have shown that it relieves workplace stress. Employees in the corporate sector often have severe workloads due to competition and other considerations. This produces stress in many employees, both positive and negative. Yoga relaxes the mind and relieves tension. In this research, we will investigate the effectiveness of Yoga among reducing workplace stress in corporate workers. A literature research of Indian and international writers was conducted to determine the impact of Yoga on workplace stress management. Yoga has been found to help employees minimise job stress. Yoga has been shown to be effective in reducing stress in the workplace. This study suggests that corporations should use yoga to manage stress and achieve their goals. Companies should enforce regular yoga sessions by competent yoga teachers/instructors to reduce employee stress.

**KEY WORDS:** Workplace, Employees, Stress, Yoga.

## INTRODUCTION:

Life is full of trials. Everyday, humans face new obstacles, big and little. Others found it tough to struggle with them. The burdens of life vary from person to person. Stress is a burden that practically everyone carries. Positive and negative stress exist. Positive stress is when someone accepts a burden cheerfully and executes their job more efficiently without extra mental strain. Positive stress only functions in a positive way in order to complete task efficiently and not panic afterward. Negative stress is the opposite. It occurs before work, causing worry and ruining the task. Stress affects not just the intellect but also the physical. The Oxford Dictionary defines stress as a state requiring physical or mental energy. It affects people's natural physiological and psychological functions. Stress is a disruption of the body's equilibrium. This demand happens in the mind and body when coping with life's continual changes (Sharma, S. D., Chauhan, A., & Khanna, S. 2012). Employees must constantly work on electronics. Excessive use of technology, such as smartphones, causes stress (Malik, S., & Devi, N. 2018). Stress causes fatigue, headaches, stomach issues, muscle aches/pain, insomnia, and libido loss. It causes numerous other ailments and weakens the person both physically and emotionally. Stress causes obesity, diabetes, depression, asthma, and heart disease. Employees who are stressed out at work are more prone to develop heart disease and ulcers, high blood pressure and headaches, sleep disorders and fatigue. Employees who are stressed out at work are more prone to make poor decisions and accidents (Deshpande, R. C. 2012). Employees in the corporate sector have a lot of work to do in today's globalised world. This competitive era is taxing on them. This demanding nature caused them to work overtime practically every day, causing stress. This stress affects their productivity, effectiveness, sleep, and many other facets of their lives. Meditation and yoga have been shown to help in stress management. Many Yogic poses assist relieve tension. Yoga improves mental health. It is a terrific tool for healing (Sheetal, 2020). Yoga is important for your health, disease prevention, and recovery. In addition, it is effective in treating work-related stress, pulmonary tuberculosis, pleural effusions, OCD, chronic bronchitis, hypertension, irritable bowel syndrome, hyperacidity, colitis (indigestion), diabetes, gastro-esophageal reflux disease (GERD), hepatitis (gall stones) and celiac disease (Bhandari, C. B. et al. 2012). Yoga activities like Bandhas, Mudras, and Shat-Karmas (Yogic cleaning procedures) are also quite effective in treating this health issue. These and other yoga asanas can relieve stress. Pranayams like Bhramari, Nadi-Shodhana, Sitkari, Sheetal, and Ujjayi Pranayamas, as well as Yogic Cleansing Processes like Jala-Neti, Kapalabhati, and Trataka are also helpful in reducing stress.

## OBJECTIVE OF THE STUDY AND METHODOLOGY:

The objective of this paper is to find out the effectiveness of different Yoga practices in reducing stress level in corporate sector employees. This research study will review various literatures in order to find out the role of Yoga in stress management at workplace.

## MECHANISM OF YOGA:

Yoga is an ancient therapy that can help with a variety of health issues (Sheetal, 2020). Yoga totally renews and replenishes an individual's mind, body, and spirit. Yoga practise improves a person's mental and physical fitness, as well as their ability to think creatively. Yoga helps people become more disciplined and optimistic in their lives. As a result, negative thoughts eventually go away, and people

become mentally and physically fit. As a result, it's a fantastic personality builder. Yoga is also highly effective at reducing stress (Sharma, S. D., Chauhan, A., & Khanna, S. 2012). Yoga raises cortical activation and lowers limbic arousal, increasing perceptual awareness and lowering emotional reactivity. It has a beneficial effect on the sympathetic and parasympathetic nervous systems. Yogic relaxation techniques aid in the management of stress (Dwivedi, M. K., & Singh, S. K. 2016). Yoga is a global instrument for self-discovery as well as an art of life management. Regular Yoga practise can provide health benefits and increase human intellect for any Yoga practitioner. Yoga encompasses not only mind-body but also spiritual disciplines. Anyone who follows the Raj Yoga practise can achieve absolute health and spiritual elevation. This route can be followed by anyone who wishes to obtain perfect health, happiness, harmony, and ultimate bliss (Bhandari, C. B. et al. 2012). Stress management, sound sleep, reduced cortisol levels, relief from a variety of medical conditions, allergy and asthma relief, lower blood pressure, smoking cessation assistance, lower heart rate assistance, spiritual growth, well-being, anxiety and muscle tension relief, increased strength and flexibility, and slowing the ageing process are all benefits of Yoga (Ramya, P., & Malliga, N. 2015). Yoga is a tried-and-true biopsychosocial way of life. It provides a healthy body, a quiet mind, and aids in the development of healthy relationships and societal harmony. Yoga emphasises the integration of the body, mind, and spirit. Yoga postures and kriyas can help you attain a healthy physique, while breathing exercises and meditation can help you reach mental clarity and emotional equilibrium. Yama and Niyama are also present for societal harmony (Doria, S., Irtelli, F., Sanlorenzo, R., & Durbano, F. 2015).

## YOGA VERSUS OCCUPATIONAL STRESS:

Yoga is an all-in-one formula and excellent stress management therapy for working people. It revitalises a person's mind, body, and spirit. Asanas, Pranayama, and Dhyana are all aspects of yoga. It improves people's vitality and provides them a cheerful attitude. It's a holistic combination and excellent therapy for lowering working stress (Sharma, S. D., Chauhan, A., & Khanna, S. 2012). Work-related stress, respiratory difficulties, heart problems, digestive problems, and genitourinary problems can all be helped with regular Yoga practise. Humoral factors, nervous system activity, cell trafficking, and bio-electromagnetism are all consequences of Yoga activities such as meditation, Asanas, and Pranayama on human physiology. Yoga practise on a daily basis aids in the treatment of chronic illness and stress (Bhandari, C. B. et al. 2012). Yoga provides a variety of stress-reduction approaches. Breathing and stretching exercises, as well as meditation, are included. By practising breathing techniques and meditation, even disabled persons can benefit from Yoga. Yoga is a wonderful treatment and a combination of movements that can help with stress management (Balaji, D. P. V. 2012). Yoga and meditation are excellent stress relievers. Stress management programmes for all employees, especially women, should be implemented in every firm (Ramya, P., & Malliga, N. 2015). Yoga, meditation, and stress have a very favourable link. Yoga and meditation have been shown to help with stress management at work. Yoga and meditation can be used in the workplace to help employees cope with stress (Deshpande, R. C. 2012). According to a study conducted by Hartfiel, N. et al. in 2012, the experimental group of Yoga practitioners had significant stress reduction and improved psychological well-being. In compared to the control group, the Yoga group reported substantial felt tension, back

pain, melancholy and anger, as well as feeling self-assured at the end of the study. According to the findings of the study, yoga can help to minimise job stress. According to a study conducted by Campbell, D., and Moore, K. in 2004, the experimental group of Yoga demonstrated lower levels of stress at the end of the study after six weeks than at the beginning. Yoga is a promising stress-reduction technique. Yoga should be taught to help people control their stress (Sharma, M. 2013). Maddux, R. E., Daukantaite, D., and Tellhed, U. conducted a study in 2017 that found that after 16 weeks of Yoga intervention, the experimental group exhibited significant reductions in stress and all psychological health parameters. The experimental group of Yoga practitioners exhibited considerable reductions in stress and significant increases in well-being when compared to the control group. After 8 weeks of yoga practise, the control group began to exhibit significant reductions in stress. Yoga can help you manage your stress. It has the potential to improve people's emotional and physical wellbeing. Yoga benefits people on three levels: increased connection, mental/psychological flexibility, and conflict resolution (Hall, T. M. 2009).

#### CONCLUSION:

Yoga has been shown to be a very effective stress management tool (Tripathy, M. 2018). Yoga has been demonstrated to be an effective therapy for lowering stress in the workplace (Sharma, S. D., Chauhan, A., & Khanna, S. 2012). Pranayama is an excellent stress-reduction technique (Vedamurthachar, A., Damodaran, B., Lakshmanan, S., & Kochupillai, V. 2013). Workplace stress management can be greatly aided by yoga and meditation (Deshpande, R. C. 2012). Workplace yoga intervention minimises stress (Hartfiel, N. et al. 2012). All of the research papers in this domain suggest Yoga as a wonderful stress management tool in the workplace. Yoga is a simple, natural healer, convenient, and all-encompassing practise. Yoga is a developing therapy in stress management & well-being, as well as harmonising physiological, psychological, and psychosocial health to live life to the fullest in current times when individuals are left with no time from work. Employees in the corporate sector can easily practise Yoga during their lunch breaks, making Yoga an even more useful tool. Yoga has been shown to be a very efficient stress-reduction therapy, as well as a cure for many ailments induced by stress, and it is very adaptive for employees at work. In upcoming research investigations, yoga may be employed as an intervening therapy for a variety of health issues.

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